# Index

## Titles


| | | |
|---|---|---|
| Age as an influence in employment decisions | Stephen Creigh, James Jolly and Alan Mingay | Apr |
| Assertiveness without tears: a training programme for executive equality | Nancy Paul | Apr |
| Can personnel managers deliver? | Nancy Seear | Oct |
| Capital plan for company assets | Derek Robinson | Apr |
| Case of comparability, A | Kenneth Woods | Mar |
| Changing labour law and what's in store | Greville Janner MP | July |
| Chips with everything —how new technology affects you | | June |
| . . . in commerce | David Cockcroft | |
| . . .in the home | Jonathan Stanfield | |
| . . .in industry | John Renowden | |
| . . .in personnel | Ian Turner | |
| . . .in shopping | Diana Jeuda | |
| Conservative Party plans for industrial relations reform | Barney Heyhoe MP | Feb |
| Developing high flyers at IBM | Len Peach | Sept |
| Does sick pay encourage absenteeism? | Paul Edwards | July |
| Doling it out to strikers — the significance of supplementary benefits | John Gennard | Nov |
| Education to employment: the mix and the market | Richard Pearson | July |
| Equal opportunities: a case for action in default of the law | Pauline Glucklich and Margery Povall | Jan |
| Ethnic recording for racial equality | Michael Pearn and Bernard Ungerson | Mar |
| Exploding the myth of executive stress | Ben Fletcher, Dan Gowler and Roy Payne | May |
| Failing to see past the disabled label | David Guest | Aug |
| Formula for selecting roughnecks and roustabouts | Bryan Livy and James Vant | Feb |
| Graduate guides as recruitment bait | Philip Schofield | Dec |
| Grouping skills for greater job mobility | Philip Edney | Oct |
| Highway to managerial success | Charles Margerison | Aug |
| How to spot the high flyers | Valerie and Andrew Stewart | Sept |
| Impact of the media on industrial relations, The | Geoffrey Goodman | Oct |
| Improving productivity and morale: a workshop for restructuring jobs | David Birchall | Nov |
| Improving the reliability of the selection interview | Ray Forbes | July |
| Industrial tribunals: giving a fair service? | Brian Capstick | Dec |
| Inquest on the engineering dispute and the future of two-tier bargaining | Donald McIntyre | Dec |
| Is an incomes policy inevitable? | Angela Bowey | Dec |
| Job evaluation without sex discrimination | Nickie Fonda, Pauline Glucklich, Janet Goodman and Janice Morgan | Feb |
| Jobs and skills in the melting pot | Chris Hayes | Aug |
| Jobs in jeopardy and the trade union response | Tim Webb | July |
| Judgement on jobcentres: recruiting through the public employment service | David Bell and Alastair Evans | Sept |
| Judging the middle-aged on their merits | Richard Berthoud | Aug |
| Local government experience with experiential learning, A | Barry Kemp | June |
| Making the most of management services — a local government view | Alan Fowler | Feb |
| Manpower implications of organic change, The | Alan Fowler | May |
| Measures to make the jobs go round | Alastair Evans | Jan |
| Microelectronics in a nutshell | Steve Forté | May |
| Mobilising the pensions package | Peter Genders | Aug |
| Mondragon experiment, The | Mark Goyder | Mar |
| New approach to career management, A | Malcolm Bennison | Oct |
| Open University — key to an educated workforce? The | | Oct |
| Overcoming the obstacles to disabled employment | John Hines | Oct |
| Overriding apathy in supervisory training | Joe Edwards | May |
| Participation in West Germany: another side of the story | Roger Woodgate | Feb |
| Personnel management and the invasion of privacy | Derek Torrington | Apr |
| Practical and professional: a new look for the IPM's education programme | Michael Pitfield | Dec |
| Price of pay in the public corporations, The | David Heald and Andrew Thomson | Sept |
| Profit sharing at the Midland | Ron Bailey and Brian Ross | Mar |
| Profit sharing in perspective | George Copeman | Jan |
| Psychology and the personnel manager: is a little knowledge a dangerous thing? | Penny Swinburne | May |
| Rooting out recruits: headhunting versus standard search | Nigel Rugman | June |
| Servicing the small firm: a transformation in group training | Greg Hay | Mar |
| Shape of organisations to come, The | Charles Handy | June |
| Shrinking the week and sharing the work: a practical response to the pressures of the times | David Wainwright | Oct |
| Strategies for relieving stress at work | Cary Cooper and Derek Torrington | June |
| This country gets the industrial relations it deserves | Jolyon Walker | Nov |
| Trade union recognition and the case for Goliath | Derek Robinson | Aug |
| Training to integrate the multi-racial workforce | John O'Brien and Denise Gubbay | Jan |
| Tuning in to hearing hazards | Alan Martin | Nov |
| When and how to intervene in conflict | Derek Sheane | Nov |
| Where is microelectronics taking us? | Ray Curnow | Sept |
| Who's afraid of the new wage round? | Lord McCarthy | Dec |
| Why disclosure could be a non-event | Patricia Dair and Tom Kynaston Reeves | Jan |
| Will the concordat contribute to IR reform? | Paul Routledge | Apr |


## Authors


| | | |
|---|---|---|
| Bailey, Ron | Profit sharing at the Midland | Mar |
| Bell, David | Judgement on jobcentres: recruiting through the public employment service | Sept |
| Bennison, Malcolm | A new approach to career management | Oct |
| Berthoud, Richard | Judging the middle-aged on their merits | Aug |
| Birchall, David | Improving productivity and morale: a workshop for restructuring jobs | Nov |
| Bowey, Angela | Is an incomes policy inevitable? | Dec |
| Braithwaite, Roderick | Commission carry on | Feb |
| Cadbury, Sir Adrian | Salvaging Bullock | June |
| Capstick, Brian | Industrial tribunals: giving a fair service? | Dec |
| Cockcroft, David | Chips with everything — commerce | June |
| Cooper, Cary | Strategies for relieving stress at work | June |
| Copeman, George | Profit sharing in perspective | Jan |
| Cowan, Nick | Mr Prior's priorities | Sept |
| Creigh, Stephen | Age as an influence in employment | Apr |
| Crosby, John | Thoughts on pay freedom | July |
| Curnow, Ray | Where is microelectronics taking us? | Sept |
| Dair, Patricia | Why disclosure could be a non-event | Jan |
| Dixon, Bernard | Personnel and politics | May |
| Edney, Philip | Grouping skills for greater job mobility | Oct |
| Edwards, Joe | Overriding apathy in supervisory training | May |
| Edwards, Paul | Does sick pay encourage absenteeism? | July |

| | | |
|---|---|---|
| Evans, Alastair | Judgement on jobcentres: recruiting through the public employment service | Sept |
| | Measures to make the jobs go round | Jan |
| Farnham, David | Mutual education | Nov |
| Fletcher, Ben | Exploding the myth of executive stress | May |
| Fonda, Nickie | Job evaluation without sex discrimination | Feb |
| Forbes, Ray | Improving the reliability of the selection interview | July |
| Forté, Steve | Microelectronics in a nutshell | May |
| Fowler, Alan | Making the most of management services — a local government view | Feb |
| | Manpower implications of organic change | May |
| Genders, Peter | Mobilising the pensions package | Aug |
| Gennard, John | Doling it out to strikers — the significance of supplementary benefits | Nov |
| Glucklich, Pauline | Equal opportunities: a case for action in default of the law | Jan |
| Goodman, Geoffrey | The impact of the media on industrial relations | Oct |
| Goodman, Janet | Job evaluation without sex discrimination | Feb |
| Gowler, Dan | Exploding the myth of executive stress | May |
| Goyder, Mark | The Mondragon experiment | Mar |
| Gubbay, Denise | Training to integrate the multi-racial workforce | Jan |
| Guest, David | Failing to see past the disabled label | Aug |
| Handy, Charles | The shape of organisations to come | June |
| Hay, Greg | Servicing the small firm: a transformation in group training | Mar |
| Hayes, Chris | Jobs and skills in the melting pot | Aug |
| | More muscle for the MSC | Apr |
| Heald, David | The price of pay in the public corporations | Sept |
| Heyhoe MP, Barney | Conservative Party plans for industrial relations reform | Feb |
| Hines, John | Overcoming the obstacles to disabled employment | Mar |
| Janner MP, Greville | Changing labour law and what's in store | July |
| Jeuda, Diana | Chips with everything — shopping | June |
| Jolly, James | Age as an influence in employment decisions | Apr |
| Kemp, Barry | A local government experience with experiential learning | June |
| Kynaston Reeves, Tom | Why disclosure could be a non-event | Jan |
| Livy, Bryan | Formula for selecting roughnecks and roustabouts | Feb |
| McIntyre, Donald | Inquest on the engineering dispute and the future of two-tier bargaining | Dec |
| Margerison, Charles | Highway to managerial success | Aug |
| Martin, Alan | Tuning in to hearing hazards | Nov |
| Mingay, Alan | Age as an influence in employment | Apr |
| Morgan, Janice | Job evaluation without sex discrimination | Feb |
| O'Brien, John | Training to integrate the multi-racial workforce | Jan |
| Paul, Nancy | Assertiveness without tears: a training programme for executive equality | Apr |
| Payne, Roy | Exploding the myth of executive stress | May |
| Peach, Len | Developing high flyers at IBM | Sept |
| Pearn, Michael | Ethnic recording for racial equality | Mar |
| Pearson, Richard | Education to employment: the mix and the market | July |
| Pitfield, Michael | Practical and professional: a new look for the IPM's education programme | Dec |
| Povall, Margery | Equal opportunities: a case for action in default of the law | Jan |
| Renowden, John | Chips with everything — industry | June |
| Robinson, Derek | Capital plan for company assets | Apr |
| | Trade union recognition and the case for Goliath | Aug |
| Ross, Brian | Profit sharing at the Midland | Mar |
| Routledge, Paul | Will the concordat contribute to IR reform? | Apr |
| Rugman, Nigel | Rooting out recruits: headhunting versus standard search | June |
| Schofield, Philip | Graduate guides as recruitment bait | Dec |
| Seear, Nancy | Can personnel managers deliver? | Oct |
| Sheane, Derek | When and how to intervene in conflict | Nov |
| Stanfield, Jonathan | Chips with everything — the home | June |
| Stewart, Valerie and Andrew | How to spot the high flyers | Sept |
| Stokes, Richard | Thirty more years in the Fourth Division? | Jan |
| Swinburne, Penny | Psychology and the personnel manager: is a little knowledge a dangerous thing? | May |
| Thomson, Andrew | The price of pay in the public corporations | Sept |
| Torrington, Derek | Personnel management and the invasion of privacy | Apr |
| | Strategies for relieving stress at work | June |
| Turner, Ian | Chips with everything — personnel | June |
| Ungerson, Bernard | Ethnic recording for racial equality | Mar |
| Vant, James | Formula for selecting roughnecks and roustabouts | Feb |
| Wainwright, David | Shrinking the week and sharing the work: a practical response to the pressures of the times | Oct |
| Walker, Jolyon | This country gets the industrial relations it deserves | Nov |
| Webb, Tim | Jobs in jeopardy and the trade union response | July |
| Woodgate, Roger | Participation in West Germany: another side of the story | Feb |
| Woods, Kenneth | A case of comparability | Mar |


**Subject classification**

EDUCATION, TRAINING AND MANAGEMENT DEVELOPMENT


| | |
|---|---|
| Anglo-French apprentice exchange visit | Aug |
| Assertiveness without tears: a training programme for executive equality | Apr |
| Business games that pay off | Apr |
| Developing high flyers at IBM | Sept |
| Glasgow part-time MBA course for 'in-post' managers | Sept |
| Grouping skills for greater job mobility | Oct |
| Henley's travelling clinic gives tailor-made treatment | Aug |
| Highway to managerial success | Aug |
| How to spot the high flyers | Sept |
| Improving productivity and morale: a workshop for restructuring jobs | Nov |
| Local government experience with experiential learning, A | June |
| Open University — key to an educated workforce? The | Oct |
| Overriding apathy in supervisory training | May |
| Practical and professional: IPM's education programme | Dec |
| Servicing the small firm: a transformation in group training | Mar |
| Teaching the unions how management decisions are made | Feb |
| Where exchange is by no means a robbery (action learning) | Jan |


EQUAL OPPORTUNITIES — AGE, RACE AND SEX


| | |
|---|---|
| Age as an influence in employment decisions | Apr |
| Assertiveness without tears: training for executive equality | Apr |
| Difficulties of 'like work' | Apr |
| Equal opportunities: a case for action in default of the law | Jan |
| Ethnic recording for racial equality | Mar |
| Job evaluation without sex discrimination | Feb |
| Judging the middle-aged on their merits | Aug |
| Low cost daycare scheme for children, A | July |
| Training to integrate the multi-racial workforce | Jan |


HEALTH AND SAFETY


| | |
|---|---|
| Does sick pay encourage absenteeism? | July |
| Exploding the myth of executive stress | May |
| Failing to see past the disabled label | Aug |
| Hope and work for the partially sighted | Feb |
| Overcoming the obstacles to disabled employment | Oct |
| Safety seen as a major contributor to profit | June |
| Safety trophies | Nov |
| Strategies for relieving stress at work | June |
| Tuning in to hearing hazards | Nov |
| What is 'reasonable' on safety? | Nov |

# Index


INDUSTRIAL DEMOCRACY AND PARTICIPATION

Capital plan for company assets Apr
Mondragon experiment, The Mar
Participation in West Germany: another side of the story Feb
Profit sharing at the Midland Mar
Profit sharing in perspective Jan
Salvaging Bullock June
Teaching the unions how management decisions are made Feb
Why disclosure could be a non-event Jan

INDUSTRIAL RELATIONS

Changing labour law and what's in store July
Conservative Party plans for industrial relations reform Feb
Doling it out to strikers — the significance of supplementary benefits Nov
Impact of the media on industrial relations, The Oct
Industrial tribunals: giving a fair service? Dec
Inquest on the engineering dispute and the future of two-tier bargaining Dec
Jobs in jeopardy and the trade union response July
Mr Prior's priorities Sept
Picketing law review Mar
Shrinking the week and sharing the work: a practical response to the pressures of the times Oct
Testing union independence Sept
This country gets the industrial relations it deserves Nov
Trade union recognition and the case for Goliath Aug
When and how to intervene in conflict Nov
Will the concordat contribute to IR reform? Apr

INTERNATIONAL

Age as an influence in employment decisions (USA) Apr
Anglo-French apprentice exchange visit Aug
Equal opportunities: a case for action in default of the law (USA) Jan
Mondragon experiment, The Mar
Participation in West Germany: another side of the story Feb
Safety seen as a major contributor to profit (Canada) June

LEGISLATION

Changing labour law and what's in store July
Confidential reports Feb
Conservative Party plans for industrial relations reform Feb
Difficulties of 'like work' Apr
Disciplinary procedure May
Equal opportunities: a case for action in default of the law Jan
Fixed term contract, The Jan
Industrial tribunals: giving a fair service ? Dec
Is it constructive dismissal? Oct
Mr Prior's priorities Sept
Picketing law review Mar
Procedure for dismissal July
Testing union independence Sept
Time limits for rights June
What is 'reasonable' on safety? Nov

MANPOWER POLICY AND THE LABOUR MARKET

Education to employment: the mix and the market July
Grouping skills for greater job mobility Oct
Jobs and skills in the melting pot Aug
Jobs in jeopardy and the trade union response July
Manpower implications of organic change, The May
Measures to make the jobs go round Jan
More muscle for the MSC Apr
New approach to career management, A Oct
Shape of organisations to come, The June

NEW TECHNOLOGY

Chips with everything — how new technology affects you June
Coping with reduced labour requirements May
Jobs and skills in the melting pot Aug
Jobs in jeopardy and the trade union response July
Microelectronics in a nutshell May
Push-button TV job hunting with 'Prestel' Oct
Shape of organisations to come, The June

PAY AND FRINGE BENEFITS

Capital plan for company assets Apr
Case of comparability, A Mar
Is an incomes policy inevitable? Dec
Low cost daycare scheme for children, A July
Mobilising the pensions package Aug
On the way to Sabbaticals for all July
Price of pay in the public corporations, The Sept
Profit sharing at the Midland Mar
Profit sharing in perspective Jan
Thoughts on pay freedom July
Who's afraid of the new wage round? Dec

PERSONNEL MANAGEMENT — GENERAL

Can personnel managers deliver? Oct
Personnel and politics May
Personnel management and the invasion of privacy Apr
Practical and professional: IPM's education programme Dec
Psychology and the personnel manager May
Thirty more years in the Fourth Division? Jan

PERSONNEL PRACTICE AND TECHNIQUES

Coping with reduced labour requirements May
Developing high flyers at IBM Sept
Disciplinary procedure May
Does sick pay encourage absenteeism? July
How to spot the high flyers Sept
Job evaluation without sex discrimination Feb
New approach to career management, A Oct
Procedure for dismissal July
Shrinking the week and sharing the work Oct
Smoothing the path to happy retirement Mar
Strategies for relieving stress at work June
Systematic suggestion scheme strategy Sept
When and how to intervene in conflict Nov

PUBLIC SECTOR

Case of comparability, A Mar
Local government experience with experiential learning, A June
Low cost daycare scheme for children, A July
Making the most of management services (local government) Feb
Manpower implications of organic change, The May
Price of pay in the public corporations, The Sept

RECRUITMENT AND SELECTION

Commission carry on Feb
Education to employment: the mix and the market July
Formula for selecting roughnecks and roustabouts Feb
Graduate guides as recruitment bait Dec
Improving the reliability of the selection interview July
Judgement on jobcentres: the public employment service Sept
Push button TV job hunting with 'Prestel' Oct
Rooting out recruits: headhunting versus standard search June
Small firms jump on the milkwagon Nov

MEN AND WOMEN OF THE MOMENT

| | | |
|---|---|---|
| Cain, Tom | Director of Personnel Shell UK Ltd | Mar |
| Clark, Angus | Personnel Director J Sainsbury Limited | Feb |
| Clegg, Professor Hugh | Chairman Comparability Commission | May |
| Coates, Jack | President Institute of Personnel Management | Oct |
| Ellis, Norman | Senior Industrial Relations Officer British Medical Association | Jan |
| Fraser, Don | Director of Personnel International Computers Limited | Sept |
| Mumford, Enid | Professor of Organisational Behaviour Manchester Business School | Nov |
| Pilch, Michael | Chairman National Association of Pension Funds | June |
| Prior MP, James | Secretary of State for Employment | July |
| Tynan, Oliver | Director Work Research Unit | Aug |
| Young, David | Personnel Director Vauxhall Motors Ltd | Dec |